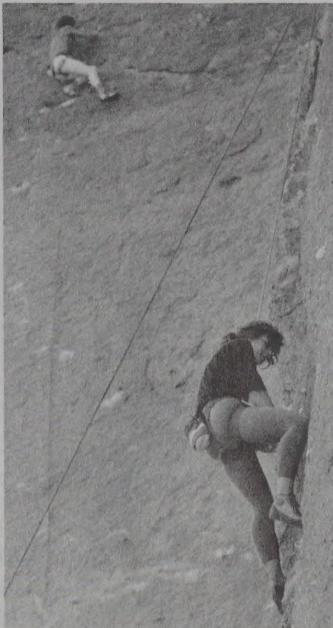
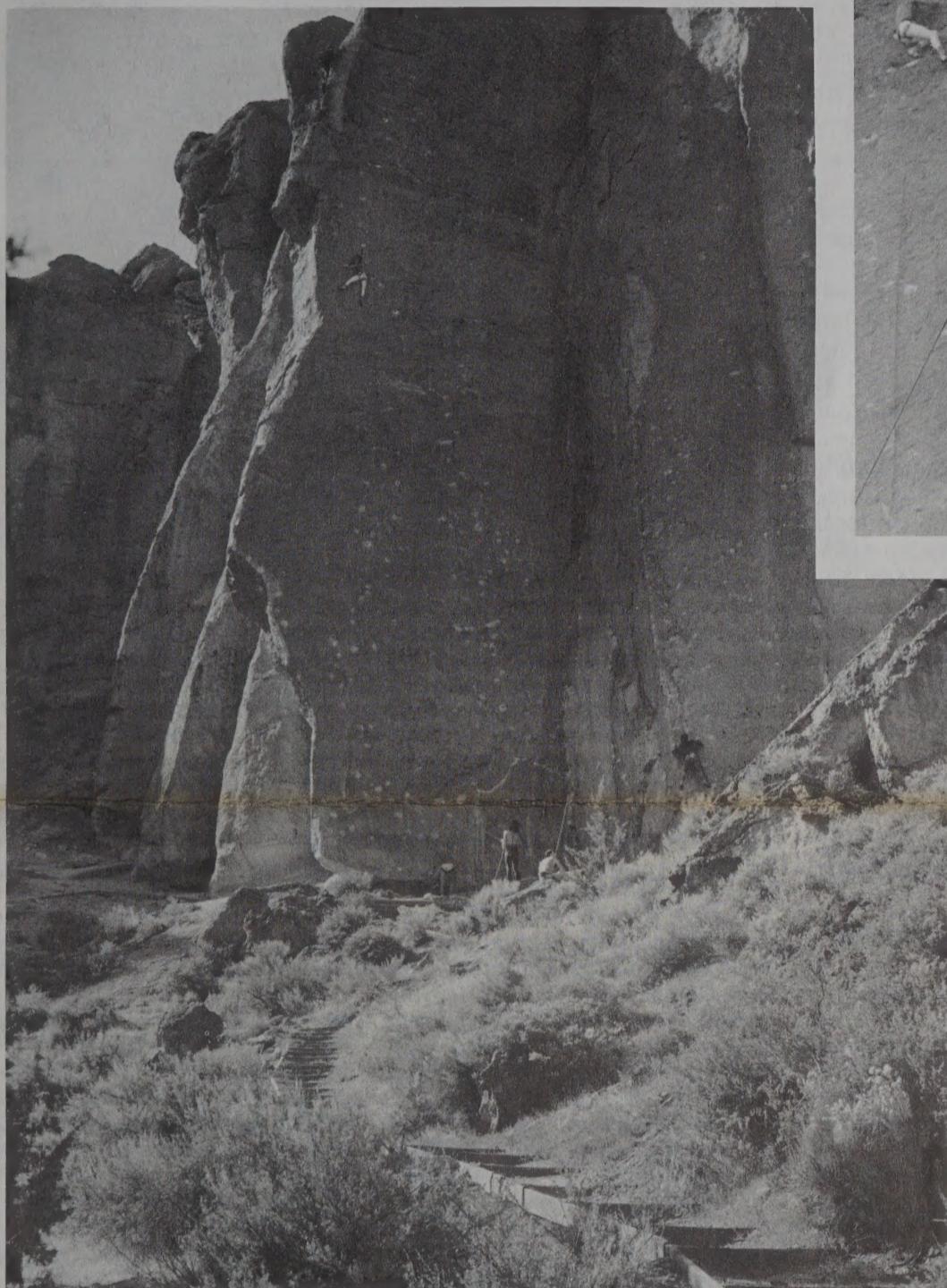




Smith Rock climbers



THE WALL--
Rock climbers (left) scale a rock at Smith Rock State Park nine miles northeast of Redmond. The park is known for its challenging rock climbing opportunities, its scenic views of colorful rock formations and the Crooked River Canyon. Climbers (inset, above) secure their carabiners. Smith Rock is one of the world's top-rated rock climbing areas.

VIA/Orrin Russie

Campaign aimed at protecting workers' safety

Seven months of preparation will culminate this month in the launching of the Highway Division's work-zone safety public information campaign.

The campaign will be launched during Oregon Transportation Week, May 14-20.

State Highway Engineer Don Forbes said the Highway Division is taking a fresh look at the problem of accidents in highway work zones.

"We're designing a public

awareness campaign to raise motorist awareness of work-zone safety," he said.

Larry Christianson, a construction staff assistant, Portland, has been developing the program during a rotational assignment in Salem since November 1988.

"I've been constantly amazed at the response and support from everyone I've worked with for a project of this type on behalf of our highway workers," Christianson said. "It should definitely help fill

the gap in public awareness where work zones are concerned."

The program slogan, "Give 'Em A Brake," has been used successfully in a dozen other states.

The need for such a program emerged from a meeting of the Work Zone Safety Task Force, formed in 1988 after a construction season marred by several work-zone fatalities. The task force, chaired by Don Adams, Region 1 engineer, determined that swift action should be taken and Chris-

Building season begins

With warmer weather comes a new construction season, and this year's will include more projects than in the summer of 1988.

The Highway Division plans to contract 160 projects totaling \$250 million by the end of the 1989 construction season. Thirteen more projects are slated than in 1988, when 147 projects totaling \$255 million were contracted.

That compares to 1987, a record construction year, when \$260 million was spent on highway construction.

"While federal funding is down slightly this year, it has been offset somewhat by an increase in state

New gas tax money helps pick up slack from declining federal dollars

funding from the gas tax increase passed by the 1987 Legislature," according to Hank Wakerlig, Highway Division fiscal management engineer.

The 1989 Highway Division construction total includes \$53 million in state modernization projects, \$17.5 million in state-funded highway preservation work, \$25 million on Access Oregon Highway Projects, and a federally funded modernization program totaling \$150 million. The modernization program includes work on interstates, primary and secondary roads, local roads and streets, and bridge

See BUILDING, Page 5

tianson was named to lead the campaign.

The five major utilities and the Associated General Contractors have joined the Highway Division as financial partners in this effort.

The program consists of:

- Campaign products such as bumper stickers, buttons, litter bags, brochures and posters;
- Vendor participation with a work-zone safety message on carout bags and milk cartons; and

See SAFETY, Page 5

HIGHLIGHTS OF THIS ISSUE...

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Windsurfers work with Parks to improve access to the Columbia River.

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The survey follow up: The department implements local governments' concerns.

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The new highway map and atlas, the latter in its second edition, are crisper than ever.

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8

What can be done to improve ODOT's employee recognition program?

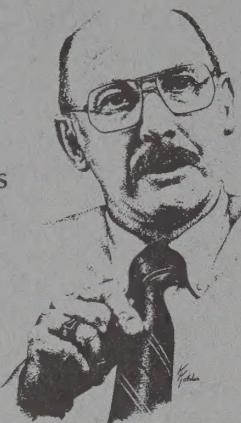
DIRECTOR'S COLUMN

Time flies, and birthdays come and go

By BOB BOTHMAN
ODOT Director

My life is exceeding the speed limit. I celebrated another birthday in April--my 57th--although I sometimes think too many have been celebrated to keep track. This one was special in that I was surprised three times with chocolate cakes and best wishes from special friends. It just doesn't seem possible how fast the years are going by when you're having fun.

I've been held up these days by meetings with legislators trying to work out pieces of legislation and all of their demands for improvements somewhere in their districts. On my birthday, I didn't have time for dinner, and my wife Jacquie had fixed another chocolate cake with all the trimmings for me to eat during a break in our church's monthly Administrative Council meeting. And again, I had "Happy Birthday" sung to



me. Great.

I couldn't believe it, however, when we returned home and found our square dance group waiting for me to wish me happy birthday--the third time in one day.

It sure doesn't seem possible that I've been in the director's chair for two and one-half years. There have been ups and downs, but I thoroughly enjoy what I'm doing. I sense a real pride in the accomplishments of ODOT and it's

having fun doing it.

I sense a lot of the pride during my visits with ODOT work crews in talking with them about the employee survey. I'm doing everything I can to set the right course to address employee concerns. I have reinforced my theme of streamlining the department's management this year, and I'm committed to working with all the members of the department in improving it as a good place to work.

The bottom line is that I hope you are all having fun performing your jobs in the department.

divisions. The management and work of the department are going in the right direction, providing a better transportation system and motor vehicle services to Oregonians.

The bottom line is that I hope you are all having fun performing your jobs in the department. Collectively, we all got an excellent performance appraisal by Oregonians, as concluded by our recent public opinion poll. We are getting the job done, and I think we are doing it better than ever before. I, for one, am

I continue to get good responses from the highway user groups--the American Automobile Association, truckers, contractors and legislators--as to their appreciation of our efforts.

Perhaps our biggest challenge these days is to stay ahead of the curve, so to speak, and plan for the future. We're starting to do that.

As we move into the summer months, I hope each of you have the opportunity to plan some vacation time and make life a joy.

Letters

Renewed faith

Dave Moomaw,
DMV Administrator,
Salem:

I am an Oregon resident and military member currently on active duty in California. After a long absence from the state, I needed to get a new driver license and had hoped to take care of all the requirements in one day. When I contacted the DMV office, I was told that I might not be able to get my license in a day because a drive test should be scheduled two weeks in advance.

I took my chances, expecting to wait around all day to slip into the drive test schedule. But when I arrived at the Medford DMV office as it opened, I was given prompt and courteous service. Not only did the office staff issue a license, but the entire process took a bit over an hour.

Thanks to Al Vasquez, branch supervisor, and Connie Koch, the clerk who waited on me so courteously, as well as the rest of the staff that made a special effort to help me in a difficult situation.

My faith in civil servants has been renewed. It is not often that I have the pleasure to write a letter recognizing exceptional service, particularly from a government agency.

Jeff Cramer
Beale Air Force Base
California

Simply thanks

Highway maintenance workers:

This is to thank all of you workers who keep the highway from Horse Ridge to Brothers in such good driving condition on these cold snowy mornings.

Because I drive to Brothers from Bend everyday, I really appreciate your efforts. It is great to know the cinders will be where I need them.

Sally Johnson
Bend

Fast and friendly

Mapping and Mileage Control,
Highway Planning Section, Salem:

We call your office occasionally to ask how many miles it is from one Oregon city to another to figure mileage allowances for subpoenas and other business. When we first discovered your office, your personnel sent us a mileage chart, yet we still call your office to ask about smaller towns.

We would just like for you to know how much we appreciate your courteous, prompt service. If a call-back is required, it is always done quickly.

It is a pleasure working with your office.

Legal Secretaries
at the Department of Justice
Salem

Went out of the way

Dave Moomaw,
DMV Administrator,
Salem:

I drive a truck for Chuckwagon Express. Several weeks ago, while in your office updating a Public Utilities Commission permit, I left my permit book behind. I realized it at a Wyoming port of entry when I needed it to get a temporary trip permit.

I called the La Grande DMV office and talked with the manager, Sharon Springer, who was already in the process of mailing it back to the Chuckwagon terminal. She said she would gladly mail it back, taking the time on her lunch hour to go to the post office and using her own money to send it express mail. I received it several days later.

I just wanted to let you know what a concerned, thoughtful and polite person Sharon is. She went out of her way to help. Thanks.

Duane Meiste
Allendale, Mich.

'Year of the Signs'

Bob Bothman,
ODOT Director,
Salem:

Thanks to you and those at the Department of Transportation who have given considerable aid to Oregon Institute of Technology in what I call the "year of the signs."

Earlier in the year, as we learned of ODOT's plan to more appropriately sign the entrances and exits to Klamath Falls, we realized the inadequacy of the signage for Oregon Tech and began working

with your department, specifically with District 11 Maintenance Supervisor Don Thurston and Region 4 Engineer Dale Allen. As a result, we have achieved an excellent sign program, one that meets the needs of our visitors, yet does not visually overburden the city entrances.

Also, as we started planning for the opening of our Metro Campus in Clackamas County last fall, we again realized the need for appropriate signage on Interstate 205 and the Milwaukee expressway. Again, through the assistance and creative thinking of Region 1 Engineer Don Adams and his staff, as they tried to deal with the signage overburden on I-205, we arrived at an appropriate solution.

Larry Blake, President
Oregon Institute of Technology



ODOT NEWS

Oregon Transportation Commission
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John W. Whitty, Vice Chairman
Cynthia Ford
David F. Bolender
Robert F. Duvall

Director
Bob Bothman
Managing Editor
Andy Booz

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Lofty role



TRIMMING--Park ranger Jim Miller (in basket) cuts through a branch at Beverly Beach State Park. Rangers Ron Frampton maneuvers the tractor, while Gary White (not pictured) spots for safety.

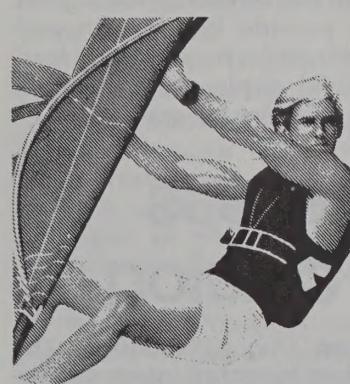
Windsurfers help Parks to build river access

The Parks Division is working with Columbia Gorge windsurfers to improve river access at Mayer State Park northwest of The Dalles.

Ken Lucas, Region 1 supervisor, Portland, said the project began April 1.

Windsurfers already sail in the area because of favorable wind and current conditions. But a nearby beach cannot be used because it's known to contain Indian artifacts, according to Lucas. So a new beach must be created.

In addition to the beach, the project will include grading a road from the park to the beach, constructing a railroad crossing and parking lot, and adding toilet facilities. Total project value is estimated to be \$200,000, according to Kathy Shutt a landscape designer with Parks Design and Engineering,



Salem. About three-fourths of that cost will be for the railroad crossing, she said.

The Highway Division has offered to donate gravel from a nearby quarry for the beach, and the windsurfer group has agreed to supply labor and construction equipment, according to Lucas.

Study: Driver ed isn't foolproof

Teen-agers who have taken high school driver education courses are not necessarily better drivers than their peers who have not taken such courses, according to a Motor Vehicles Division study.

The project compared driver examination test scores and driving records of 1,329 drivers between 16 and 18 years old who obtained their first license to drive between September 1987 and January 1988.

Those groups had "virtually identical" traffic accident and violation rates after both six months and 13-1/2 months of driving, according to Barnie Jones, a DMV researcher.

Driver education students scored significantly higher on the law and knowledge portion and somewhat higher on the behind-the-wheel portion of the driving examination.

Parks tries creative fund-raising ideas

The Parks Division will begin several fund-raising activities this summer, many of them experimental pilot projects.

"So many people tell us that they love Oregon's state parks and want to know how they can help," said Dave Talbot, Parks administrator.

"As we make people aware of the needs of the system by publicizing our long-range 2010 Plan, it makes sense to let them know that they can assist through donations," Talbot said.

Linda Lopez, volunteer program coordinator, will spearhead the projects.

Two campgrounds will be selected to raise funds for evening campfire programs at those parks. People attending the events will be told how their donations will help purchase equipment or materials. They may make contributions at the end of the program or mail postage-paid envelopes to the park later.

The division also will develop a gift catalog listing dozens of items that may be purchased with donated funds, ranging from picnic tables to major structures. Items may be listed for only one certain park or for use statewide, Lopez said.

The division also plans to begin applying to foundations and corporations to help finance projects and programs, she said. "Several corporations have sponsored the annual beach cleanup. We think there are other activities that would appeal to private donors," she said.

A more formal system for establishing trusts and other forms of

planned giving will be designed as well, according to Lopez.

"In the past we've received many gifts of land and other property," she said. "We want to expand and encourage this activity."

Teens hired for summer

One Parks Division program relies entirely on corporate and organization donations to hire young people to complete projects in state parks.

The Oregon Youth Conservation Corps, now in its third year, is a cooperative effort between State Parks and the Employment Division. Most of the fund-raising work is done by Employment Division staff.

Already this year, \$39,000 has been earmarked specifically for projects at Deschutes and Ft. Stevens state parks and on the Willamette River Greenway near Portland. The projects include trail and wildlife-viewing area construction and improving access to the river.

Funds pay salaries for youth ages 16-21. Applications are processed through local Employment Division offices. Steve Johansen, Parks operations support manager, coordinates the division's role in the program.

NEWS BRIEFS

Office of Productivity gets underway this month

The Office of Productivity, designed to simplify and speed up the process of implementing employee ideas, starts this month.

Thirty-two employees applied--from Highway (21 applicants), Motor Vehicles (six), Central Services (four), and Parks (one)--representing 16 Oregon communities. Selection of the coordinator for the office was expected to happen in late April, after presstime.

Rainy weather dampens Coastal Cleanup effort

The annual pre-summer "Company's Coming--Coastal Cleanup," involving groups and individuals interested in picking up litter along the Oregon Coast, netted more than 15 tons of trash in March.

Wet weather apparently didn't discourage the 1,300 volunteers who showed up for the fourth annual event. Coordinators for the cleanup were Dona Stanley of Bullards Beach State Park and Michael Niss of South Beach State Park.

Youth Litter Patrol bags 51 tons of roadside litter

Oregon's Youth Litter Patrol bagged 51 tons of litter from 425 miles of state highways during spring vacation.

Sharon Cumbie, coordinator of the Youth Litter Patrol for the Highway Division, said 163 members removed approximately 6,800 bags of litter weighing 15 pounds each.

Pair of Glenn Jackson Scholars to be announced

Two Glenn Jackson Scholars will be selected during Oregon Transportation Week, May 14-20.

The winners will receive \$2,500 a year for four years to attend an accredited four-year college, and also guaranteed summer employment with ODOT.

In training



THE TEST--Julia Wellner, an engineering technician with Washington County (on left), performs a test on asphalt concrete extraction at a technician training class held at the Materials Testing Laboratory, Salem. With her are Ron Shartner, a Highway Division inspector, Bend (center), and Tony Mandich, a training conductor with Highway's Office of Operations, Maintenance and Construction, Salem. About 100 Highway Division, city and county materials inspectors took advantage of the training, according to Mandich.

Parks toasts to Hosts at Silver Falls

About 150 volunteer park hosts are expected to attend the Park Host Rendezvous at Silver Falls State Park May 12-14.

The gathering is designed to acquaint new hosts with the park host program, discuss issues of concern and thank current participants for their services.

At a recognition luncheon, hosts who have donated more than 1,000 hours to the program will receive park host pins. Participants will attend workshops on dealing with the public, safety and hosting opportunities. Dave Talbot, Parks administrator, will speak at the event.

The rendezvous is planned and conducted by a committee of Parks employees and hosts that is chaired by Linda Lopez, volunteer program coordinator. Two other similar events have been held since the volunteer program was established.

REMEMBERING

John George, materials testing engineer 1, Materials Section, Highway Division, Salem, died April 11. George, who was 80, worked for the Highway division for six-plus years.

Ernest Miranda, highway maintenance worker 2, Equipment Shops, Salem, died March 20. Miranda, who was 35, worked for the Highway Division for five years.

Cities, counties see good, bad in ODOT

Local governments generally have a positive view of ODOT but there is room for improvement, according to a survey conducted for the department.

ODOT divisions are developing action plans in response to the survey results, recently released by Coast Consulting, a Portland management and financial consulting firm.

"Overall attitudes concerning ODOT are positive. Positive ratings were reported for the department's open communication and timely

plans to emphasize public information activities.

Public Transit: Survey respondents had a similar reply--lack of familiarity--to Public Transit. While the larger cities in Oregon responded favorably about performance, most governments surveyed said they were not clear about Transit's future plans.

The division will focus efforts to promote the Transit Finance Study, work closely with the Local Officials Advisory Committee, and promote division programs through public

'Positive ratings were reported for the department's open communication and timely response to concerns.'

response to concerns," according to the consultant's summary report.

The survey looked at attitudes toward ODOT as a whole and its divisions. Each division studied the results, then developed an action plan to address concerns revealed by the survey, with the hope of improving relations with local governments.

Aeronautics: The division was not well known but got very positive ratings from those who did respond. Those surveyed wanted to maintain the status quo in state-owned airports.

In response to both issues, Aeronautics held its first Futures Forum this spring and plans an Aviation Forum in the fall. The division also

information activities.

Motor Vehicles: Local government contact with Motor Vehicles is limited, except in the area of law enforcement where performance was rated very good. The survey identified possible friction with some cities over selection of DMV office sites. Those responding also were interested in knowing more about DMV's future plans and support for legislation.

In response, DMV plans to work with local officials over site selection and building design. Motor Vehicles personnel and field managers plan to communicate with local governments before and after the legislative session, asking for their ideas on legislative concepts.

Parks and Recreation: Although it has infrequent contact with local governments, the division has a very good image. Parks was recognized as being short of funds for expansion, but most respondents were unclear on the division's future plans. There was strong support for expansion of facilities but little support for transfer of park ownership.

Since the survey was taken, Parks has released its 2010 Plan to local officials and the public. The recommendations offer guidance for the division to the year 2010 and includes funding options to meet future needs.

Highway: As the best known of ODOT's divisions, Highway generally got positive ratings from respondents. Highway employees scored well on their technical ability and sharing of technology and on activities such as snow removal, traffic control and signing. Areas of concern included Highway's allocation of funds, its billing system and "use of muscle" to resolve disputes. Central office staff received poorer marks than did field staff in this area.

Highway already has taken several steps to improve relations. Those include:

- Strengthening the role of Local Officials Advisory Committee to provide feedback on performance and partnership and take a more active role in field relations.

- Accounting staff has met with LOAC officials to resolve billing problems, and several recommendations have already been implemented.

in the early 1980s.

About 350 individuals and couples participate in the program. In a nine-month period last year, they contributed more than 90,000

hours to the division. Hosts greet visitors, provide information and assist with park chores. Many lead tours, build displays and conduct evening campfire programs.

Scholars Store releases expanded spring catalog

The Jackson Scholars Store is offering a new line of action sportswear, along with other items in its new spring catalog.

Action sportswear items include polyester double-knit shorts and a cotton-blend jersey knit tank top. Also added is a woven cotton shirt, cut oversized, with knit trim, available in aqua, pink, red and black.

Also among the new items is a metal key chain featuring the ODOT logo.

A broadened selection of spring colors, available on select items, include kelly green, tropical pink, light yellow, grape, and ice green.

The 1990 All-Oregon Scenic Calendar will be available in September.

The Jackson Scholars Store has rung up sales totalling approximately \$42,000 to date, according to Donna Graning, Public Affairs, who runs the Scholars Store.

Gary Potter, ODOT deputy director, said that as of March, the Glenn Jackson Scholars Fund has

Golfing for scholars

Tee time for the second annual Glenn Jackson Scholars Fund Golf Tournament is 9:30 a.m. on Saturday, May 13.

Karl Goshorn, senior heavy equipment mechanic with the Highway Division's Equipment Shop in Bend, is organizing the event, to be held at the Juniper Golf Club in Redmond.

Cost is \$25 per person, due by Friday, May 5. That fee includes lunch, prizes and \$2 for the scholars fund.

Call Goshorn for more information, 388-6230.

Way back when



JUST TESTING--A Motor Vehicles Department employee tests a woman's vision in this 1933 photograph. Vision testing in Oregon is now done by machine, a Keystone Driver Vision Screening System. It tests for acuity, lateral and vertical imbalance, double vision and field of vision, as well as the identification of common road signs, according to Mike Unger, manager of DMV's Driver Licensing Section.

Building roads boosts economy

Continued from Page 1
replacements, Wakerlig said.

State modernization projects increase highway capacity and enhance motorist safety by bringing highways up to modern standards, by straightening curves, widening or adding lanes.

State preservation projects avoid totally rebuilding a road by extending a road's life through thin overlays, chip seals and pavement

recycling.

The Access Oregon Highways program focuses on major improvements to 15 non-interstate routes to stimulate tourism and economic development.

The \$250 million worth of contracts awarded in 1989 are expected to result in more than 4,000 construction industry jobs. The division estimates that every \$1 million spent on highway work creates 16 jobs, including nine construction site jobs and seven jobs related to the supply and manufacturing industries.

The Highway Division plans to minimize traffic delays at construction sites by limiting construction activity on major highway routes during rush hours, weekends and holidays, according to Ken Husby, manager of the Construction, Maintenance and Operations Section, Salem.

"We are continuing to work with the media to make the public aware of any restrictions to traffic because of construction," Husby said. "We'll warn motorists of any delays and ask them to plan their trips in advance. Drivers also can expect to see plenty of advanced signing when approaching a construction project."

Among the major projects that have been or will be contracted this season include upgrading the Northeast 181st Avenue interchange on Interstate 84 between Portland and Troutdale at a cost of \$22 million; \$15 million to repave 12 miles of I-84 east of Pendleton in Umatilla County; \$12 million to replace the South Slough (Charleston) Bridge in Coos County; and \$13 million to repave I-5 between the Swift interchange and Delta Park interchange in Multnomah County.

Major construction projects that were started last season and are still in progress include \$27 million to repave I-5 between Ashland and

the California border in Jackson County; \$24 million to widen I-84 near Troutdale; and \$48 million to build the new Alsea Bay Bridge on U.S. 101 at Waldport.

Safety campaign launched in May

Continued from Page 1

• A video tape directed to driver education classes, a coloring sheet for kindergarten-through-sixth graders and a fact sheet for the parents of those school children.

The media will play a major part in spreading the word on work zone awareness. Newspapers will receive campaign information, radio stations will get public service announcements, and television stations will get three 30-second public service spots.

Oregon Transportation Week activities will include a simulated work zone on the Capitol Mall, safety information booths and a video display for the television spots and driver education video.

Oregon had 21 work-zone fatalities in 1988, a 75 percent increase over 1987, according to the Highway Division's Traffic Engineering Section. Not all of the 21 fatalities were ODOT employees.

"Motorists are just not paying attention to our signing. There's a credibility gap," Christianson said. "This public information campaign should get us a long way toward closing that gap."

Multnomah Falls interchange reconstruction delayed

Reconstruction of the Interstate 84 interchange at Multnomah Falls is not anticipated until at least 1993, according to Project Manager Mark Beeson.

The project, estimated to cost between \$18 million and \$22 million, has been delayed until the

Highway map, atlas published

The latest edition of the Oregon Highway Atlas is now available to the public.

The 48-page publication is packed full of information for motorists using Oregon's roads and highways, according to Carol Mitchell, Highway information officer.

"The first atlas was really popular both with Oregonians and visitors to the state, so it's been reprinted," Mitchell said. "We've updated it, corrected a few things and added some new information."

The atlas includes color photographs of several state attractions plus information on major historic sites, scenic drives, beach access and major recreation areas. Also included are detailed maps of six state regions.

"One thing that people will notice is some new photographs and better looking photographs," said Mitchell. "The printing this time produced a look that's much clearer and crisper."

The Oregon Highway Atlas and the latest official Oregon Highway Map are being distributed and are available free of charge at Highway and Motor Vehicles Division offices, Visitor Information Centers, State Police offices and chambers of commerce statewide.



FLAGGER--Gov. Neil Goldschmidt flags traffic on Oregon Route 6 to promote work-zone safety.

HISTORY

MAY 1984

- ODOT's proposed \$1.09 billion budget for the 1985-87 biennium was sent to the Executive Department for review.

- Debby Corey was selected winner of the Isabel Albright Secretarial Award.

- Lynn Newbry, Talent, was named chairman of the State Parks and Recreation Advisory Committee.

MAY 1979

- The contract to build the Glenn Jackson (Interstate 205) Bridge superstructure was awarded to a joint business venture from Minneapolis, Minn.

- Tony Yturri, Jordan Valley, succeeded Glenn Jackson as chairman of the Transportation Commission. Jackson had left the commission to head the Oregon Economic Development Commission.

- Development on three state parks along the Willamette River was proceeding on schedule. Those state parks include Willamette Mission north of Salem, Elijah Bris-tow southeast of Eugene, and Molalla River north of Molalla.



NEW TANKS--Bulk painting tanks (by truck) are replacing the old 55-gallon tanks (foreground) for use by Highway Division striping crews. Highway Maintenance Worker 3 Clair Fox (in truck) gets directions from Highway Maintenance Supervisor B Ken Broadwell.

Road striping season starts with innovation

Oregon's warm spring weather is allowing Highway Division traffic line crews to begin repainting highway lines that wore off during the winter.

Highway's first priority is to repaint centerlines in the mountain passes that have worn off because of road sand and studded tires. Crews will then concentrate on freeways and urban areas. Shoulder lines and lane lines will also be repainted.

Statewide, striping crews plan to use about 352,000 gallons of white and yellow paint

and about 1.7 million pounds of reflective glass beads. Cost of the program is about \$3.4 million.

Beginning in late 1988, some Highway crews began using bulk paint tanks to hold paint and glass beads,

The larger tanks hold about 350 gallons, compared to the older 55-gallon drums, according to Will Bradshaw of Region 2, Salem. By using the larger containers, crews save about one week in the six-month painting season by not switching tanks so frequently.

RETIREMENTS

Jerry Bachle, preliminary design studies specialist, Highway Division, Salem, retired in April after 37 years of service.

Lorraine Busto, clerical specialist, Highway Division, Portland, retired in March after 14 years of service.

Gordon Cannon, highway engineer 1, Highway Division, Salem, retired in April after 29 years of service.

John Forster, hearings referee 2, Motor Vehicles Division, Salem, retired in May after 18-plus years of service.

Ole Lofthus Hoff, Jr., highway engineer 2, Highway Division, Portland, retired in March after 31 years

of service.

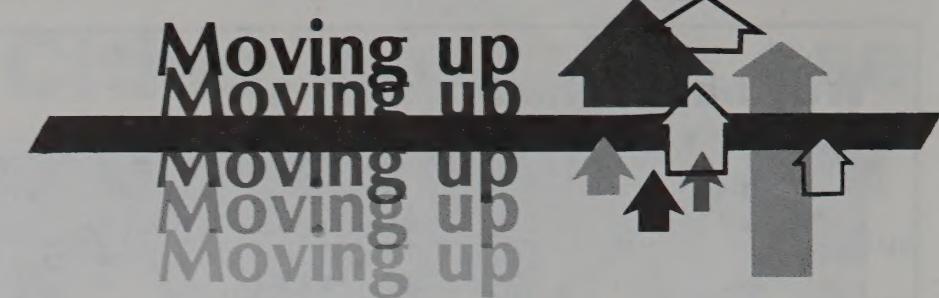
Clarence Hughes, storekeeper 1, Highway Division, Salem, retired in April after 32 years of service.

Eldon Johns, highway maintenance supervisor 1, Highway Division, Ukiah, retired in April after 41 years of service.

Alvin Madsen, highway engineer 1, Highway Division, La Grande, retired in April after 35 years of service.

Marvin McEldowney, senior right of way agent, Highway Division, Milwaukie, retired in April after 24 years of service.

Clyde Nichols, highway maintenance supervisor B, Highway Divi-



Motor Vehicles Division

Ed Eustice, motor vehicle representative (MVR) 2 to MVR 3, Gresham.

Ruth Kirksey, clerical specialist to accounting clerk 2, Salem.

Joan Krueger, clerical assistant to clerical specialist, Salem.

Esther Reynoso, data entry operator to clerical specialist, Salem.



Esther Reynoso
Clerical Specialist
Motor Vehicles Division
Salem



Julie Semperboni
Highway Maintenance
Worker 1
Portland

Highway Division

Harlan Hayes, highway maintenance worker (HMW) 3 to HMW 4, Roseburg.

Denise Hays, accountant 2 to fiscal auditor 2, Salem.

Mary E. Lauzon, engineering aide to assistant right of way agent, Bend.

David F. Lear, stores clerk to storekeeper 1, Salem.

John J. Loss, HMW 2 to HMW 3, Portland.

Julie Semperboni, secretary to HMW 1, Portland.

Rebecca L. Stacy, clerical assistant to secretary, Portland.

Dennis B. Wiegal, right of way agent to senior right of way agent, Salem.

Central Services

Alfred D. Dowrie, manager, Computer Center Operations, to manager, Information Systems Section, Salem.



David Dowrie

Dowrie leads Info Systems

David Dowrie, formerly manager of ODOT Computer Center Operations, has been promoted to head the department's Information Systems Section.

Dowrie replaces Harry Anderson, who retired in February.

In his new position, Dowrie oversees the Computer Information Center and the Computer Center Operations.

The Information Systems Development Section, once a part of Information Systems, was trans-

ferred to ODOT's operating divisions shortly after Dowrie assumed his new position in March. Contacts within those divisions are Doug Tindall (Highway), Doug Goldbach (Central Services) and Bob Bennett (Motor Vehicles).

In his new position, Dowrie also oversees data base management, data administration, and miscellaneous customer support functions.

Park starts wind report

Anglers, boaters and windsurfers can now tune in to a wind and weather report, courtesy of the Rooster Rock State Park staff.

The recorded telephone report began in April.

Available 24 hours a day, the recording (695-2220) gives wind speed at the park office and river conditions at the park's boat channel. The service runs through Nov. 1, according to Frank Arnold, manager at Rooster Rock.

Park staff will update the recorded message daily. Park events and messages may be added to the recording periodically, Arnold said. The phone line received as many as 100 calls daily in 1988, he said.

On the job with Ken Husby

By ANDY BOOZ
Managing Editor

Ken Husby, a team player, is working to stylize the Highway Division so people talk with one another at many organization levels, as a communication network.

About a year ago, when he was chosen manager of the Construction Section, he talked about what ingredients make a successful team environment.

"Successful team efforts don't just happen--they are the result of successful consensus building, a good plan carried out by a team leader who has good judgment, specific goals and the ability to get people to work together effectively," Ken says.

His challenge as manager of the now-combined Construction, Maintenance and Operations sections is to get maintenance workers talking with construction people, and vice versa, in order to have all share what they know for their mutual benefit.

By sharing information and services, Highway can save money, too, he says.

Ken cites an example of a construction crew that installed a large culvert. Shortly after it was finished, a downstream property was flooded. The situation could have been prevented if the construction engineer only had consulted with the district maintenance supervisor, who knew about the situation but hadn't been asked for his opinion.

"The merger of construction and maintenance takes place in Salem, but it also takes place in the field," he says. "This merger is important to me. I'm going to make a big deal out of this."

One of Ken's current goals is to minimize cost overruns in projects--a direction strongly supported by top Highway management and the Transportation Commission.

Two years he spent in the Army gave Ken some ideas on how people work best with one another.

The experience--as an operations officer at Fort Bragg, N.C., then platoon leader in Vietnam during the late 1960s--"really made me aware of my role as a leader and what I was capable of doing in

some pretty tough circumstances," he says.

After returning to the states, Ken applied his team skills at work. He got a job in the private sector--and quickly learned how not to create a team environment.

He got stung by a management insensitive to its employees' needs when he suggested how that company could better use storage space

in an equipment truck. After a few months, his supervisor proposed the same idea as his own. Ken took that as a signal to leave the private sector.

At the time, two of his neighbors--Steve McNab and Jack Ayres--worked for Highway. Ken was impressed by their camaraderie and friendship. In 1971, he joined Highway as a transitman in



LOOKING GOOD-- Lee Franklin, project manager (on left), checks the Kuebler Road interchange project with Ken Husby, manager of the Office of Operations, Maintenance and Construction. Being accountable for project expenses begins with careful planning, Husby says.



exchange for a \$250 monthly salary.

"You go to a maintenance office and you'll find people talking about maintenance. If you go to the bar with them that evening, they'll still talk about their work," Ken says. "I think that's why we have so many employees who have been here for a long time--they love their work, and they can make their good ideas work."

Born in Astoria to Norwegian parents, Ken adheres to an ambitious work ethic.

Ken's mother, who worked at the local cannery, and his father, a lighthouse keeper for the Coast Guard, met on their boat journey to the United States.

"I'm not a very good-natured un-busy person," he says.

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Ken carries his hard-working nature to his personal life, as well as to his work, as coach of a middle-school soccer team. His two sons--one 12 and the other 16--have played on the Walker-Leslie middle school team, and Ken occasionally joins with the team by participating in a scrimmage. During his lunch hour at work, he jogs in a Salem park, just to keep pace with his kids, Ken says.

He also delights in spending time in his home darkroom, where he makes prints for his office and home, taking time to experiment with the latest photographic techniques. His office walls are adorned with shots of his kids playing soccer.

Ken's most satisfying project with Highway has been with Region 2, Salem, as that region's construction engineer, where he cut staffing levels by 20 percent over a four-year period.

At the same time, he placed a high priority on working as a team player.

"Everything we do is based on a common bond between me and my employees," he says. "That's important, and I think it motivates people."

RETIREE'S REPORT

Frank Lowe, Salem, condemnation engineer, Right of Way Section, Highway Division, retired in 1983.

Frank recently returned from a trip to Reno and Lake Tahoe, Nev., one of his many travels since retirement. He visits there several times a year.

Frank also visits his family in Maryland two or three times a year. On a recent trip, he toured Washington, D.C., although he generally limits taking side trips because he grew up on the East Coast.

Among his other travel destinations are Boulder, Colo., San Francisco and Sacramento, Calif. He enjoys visiting the Puget Sound area and Leavenworth, Wash., known as Little Switzerland.

Frank has two daughters, two granddaughters and one grandson, all of whom he sees often. "When they get hungry for pizza, they hold for me," he says.

Frank is a member of the Elks Club, Eagles and American Legion. He regularly attends the annual retirees' picnic and the quarterly Highway Retirees luncheons when he is in town.

Hazel Spencer, Florence, park ranger 2, Jessie M. Honeyman State Park, Parks and Recreation Division, retired in 1985.

Hazel reports that she particularly enjoyed Florence in early April, when the weather was warm and sunny and the skies were clear. One day it reached 82 degrees--a

bit hot by Hazel's standards.

Hazel and her husband Don--who retired from Umpqua Light-house State Park in 1985--spent two months last summer in Alaska. With their trailer and boat, they fished in lakes around Homer and on the Kenai Peninsula.

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Later this spring they plan to go on the Rogue River in Oregon to camp and fish for king (Springer) salmon. Hazel says the freezer is getting empty and she's looking forward to filling it up. The Spencers also plan to go fishing and camping in the high mountain lakes of Central Oregon and spend deer and elk hunting season in Eastern Oregon.

The Spencers fish and camp with Hazel's brother, Willis Hults, and his wife Susan, with Hazel's brother-in-law, Floyd Clift, and his wife Judy, and with Fred Steers. Willis, Floyd and Fred are all Parks Division retirees.

The Spencers are members of the First Baptist Church in Florence and the Good Sam Club.

CANDID COMMENTS

**What can be done to improve
the employee recognition program
in your opinion?**

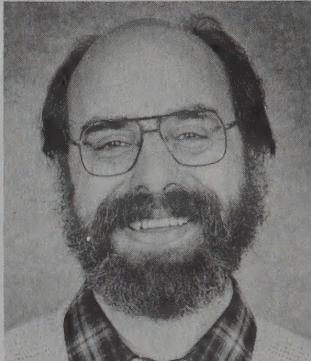
Bill Quinn
Engineer of Materials and
Research
Highway Division
Salem



Mitch Hamel
Highway Maintenance
Worker 4
Bridge Crew
Milwaukie



Ruth Townsend
Secretary
Highway Region 5
La Grande



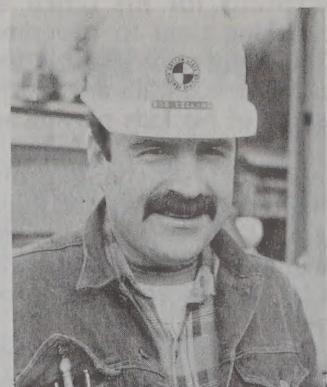
Arthur Wiley
Park Ranger 2
Harris Beach State Park
Brookings

Tom Marshall
Heavy Equipment
Mechanic 1
Equipment Unit
Bend



Bill Quinn

Each section or region should adopt an employee recognition program to acknowledge exceptional performance. This is one way to show management support and appreciation for excellence. Recognition is always good for morale.



Mitch Hammel

I like the idea behind the 3-E Award, and I'd like to have it applied to lower levels within the Highway Division--to the district level. That way, some of the smaller ideas would get rewarded and people would take a little more pride in their work.

Bob Ebeling
Highway Maintenance
Foreman 1
Clatskanie



John Michael
Highway
Maintenance
Foreman 1
Canyon City

Ruth Townsend

The need for recognition as well as the kind of recognition varies with each individual--it's a very personal thing. On the individual awards, I think there needs to be a variety of awards, rather than just a belt buckle for having a good safety record. Also it seems that most of the awards are designed for maintenance employees, and the office workers get bypassed.



Marzetta Rice
Motor Vehicles
Representative 3
East Drive Test Center
Portland

Doug Patzer
Federal Aid and
Functional Classification
Coordinator
Highway Planning Section
Salem



Arthur Wiley

I believe that Oregon State Parks is working very hard to recognize its employees. The Art Burt Award for field people, the new management recognition, and the Salem staff recognition programs are all excellent. Right now they're expanding those programs, yet there may be some room for improvement in the future.



Tom Swisher
Highway Maintenance
Supervisor C
Burns

Bob Ebeling

If we want to give employees recognition, the program has got to make them feel good about what they do and it should address the things that employees do at work. It also has to be personal--recognition should come from either a person's supervisor or the district maintenance supervisor.

John Michael

Better communications between management and the workers. Also, we need to give workers more slaps on the back. There's always been a friction between management and non-management employees, and if we can part with that, we'll all work a lot better.

Marzetta Rice

Since we are with the public quite a bit, there should be a suggestion form available for customers to fill out--either to compliment employees or to suggest ways to reduce their wait time. It would be one way for them to say "thanks, you've been a great help."

Doug Patzer

I'm aware that ODOT's working on employee recognition programs and making a greater effort to reward people for outstanding achievements. To improve them, I think it would help to make sure to contact all sections of the department and look for outstanding achievements to reward.

Tom Swisher

Recognition is a must. Employees who show initiative should be rewarded in some manner. We started having a dinner for the crew last year--we're planning to do the same this year--and it has made a heck of a difference and changed their whole attitude.